

2002 NON-UNION EMPLOYEE SALARY SURVEY

BOSTON GAS (ACTUAL SALARIES) VS. NORTHEAST GAS COMPANIES

Position	KeySpan Boston Gas Base Salary	KeySpan Boston Gas Total Comp	AGA Job #	Northeast Companies Base Salary	Northeast Companies Total Comp
Engineer	45.6	45.8	401	49.5	52.0
Meter Reading Supervisor	58.0	58.7	625	60.5	62.8
Buyer	59.6	60.2	253	66.7	75.6
Call Center Supervisor	62.7	63.4	825	62.6	65.7
Distribution Foreman	66.8	67.8	620	68.3	77.3
Manager, Government Relations	69.1	70.4	385	85.1	91.1
Manager, Engineering	71.0	72.2	405	92.0	98.9
Director, Internal Auditing	125.5	129.5	155	95.8	105.1
Director, Labor Relations	95.0	96.8	190	91.8	97.5
Director, Environmental	102.6	106.2	800	104.9	121.4

Source: AGA 2002 Compensation Survey, effective February 2002 – aged 3% to January 2003

2002 NON-UNION EMPLOYEE SALARY SURVEY

GENERAL INDUSTRY SALARY SURVEY -- GREATER METROPOLITAN BOSTON AREA

BOSTON GAS (ACTUAL SALARIES) VS. GENERAL INDUSTRY

POSITION	KEYSPAN BOSTON GAS BASE Salary	KEYSPAN BOSTON GAS TOTAL COMP	GENERAL INDUSTRY COMPANIES MEDIAN BASE Salary	GENERAL INDUSTRY COMPANIES MEDIAN TOTAL COMP
Accountant	44.7	45.1	43.1	44.2
Auditor	67.7	68.7	82.8	86.2
HR Generalist	68.5	70.0	72.5	75.2
Budget Analyst	74.5	76.0	75.3	75.6
Financial Analyst	76.5	78.0	86.4	91.8
Director, Environmental	102.6	106.2	148.9	189.9

Sources: William Mercer 2002 Comp Survey, eff. 3/02 -- aged 2.5% to January 2003

2002 NON-UNION EMPLOYEE SALARY SURVEY

THE SERVICE COMPANY (ACTUAL SALARIES) VS. NORTHEAST GAS COMPANIES

Position	KeySpan New York Base Salary	KeySpan New York Total Comp	AGA Job #	Northeast Companies Base Salary	Northeast Companies Total Comp
Computer Systems Analyst	48.9	50.9	166	54.7	54.7
Accountant	54.7	59.5	109	59.4	64.3
Market Research Analyst	70.9	77.6	353	66.5	69.8
Compensation Analyst	73.2	79.6	198	76.3	81.4
Lead Trader	82.6	99.1	803	89.1	122.1
Manager, Purchasing	89.4	103.8	255	93.0	103.9
Counsel	93.8	106.8	295	105.3	110.0
Manager, Community Affairs	97.0	111.1	387	98.2	105.4

Source: AGA 2002 Compensation Survey, effective February 2002 – aged 3% to January 2003

2002 NON-UNION EMPLOYEE SALARY SURVEY

GENERAL INDUSTRY SALARY SURVEY -- GREATER METROPOLITAN NEW YORK AREA

THE SERVICE COMPANY (ACTUAL SALARIES) VS. GENERAL INDUSTRY

POSITION	KEYSPAN NY SERVECO BASE Salary	KEYSPAN NY SERVECO TOTAL COMP	GENERAL INDUSTRY COMPANIES MEDIAN BASE Salary	GENERAL INDUSTRY COMPANIES MEDIAN TOTAL COMP
Accountant	52.1	53.2	47.3	47.4
Diversity Specialist	50.6	52.7	67.7	68.2
Payroll Supervisor	74.8	81.6	84.2	94.6
Manager, Cash Management	82.9	93.2	92.9	104.0
Manager, Strategic Planning	87.6	99.9	100.1	104.3
Compensation Manager	92.8	105.2	97.4	107.4
Counsel	114.3	132.5	118.2	129.8

Sources: William Mercer 2002 Comp Survey, eff. 3/02 -- aged 2.5% to January 2003